

Davion Stokes

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CORE SKILLS

Talent

Sourcing • Employer Branding

Operations

HRIS (Workday/BambooHR) • Payroll Coordination • Benefits Administration

People Practices

Performance Management • Succession Planning • L&D • Employee Relations

Compliance

Diversity & Inclusion • GDPR • Employment Law

SUMMARY

Proven HR Manager experienced at scaling teams and processes across enterprise, comfortable working cross-functionally.

EMPLOYMENT HISTORY

People Operations Manager — Gibson - Johnson (2014-07-28 - 2022-10-20)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 101 roles across EMEA/US, reducing time-to-hire by 23%.
- Rolled out benefits and L&D programs that increased retention in key teams by 8%.

HR Manager — Hauck LLC (2020-08-10 - Present)

- Led recruitment for 175 roles across EMEA/US, reducing time-to-hire by 26%.
- Managed complex employee relations issues and maintained compliance with local employment law.

People Operations Manager — Hansen - Hegmann (2019-06-26 - 2022-12-11)

- Implemented a performance review program which improved engagement scores by 7 points.
- Led recruitment for 25 roles across EMEA/US, reducing time-to-hire by 26%.

HR Business Partner — Boyle, Funk and Hauck (2021-02-19 - 2024-08-30)

- Implemented a performance review program which improved engagement scores by 15 points.
- Led recruitment for 117 roles across EMEA/US, reducing time-to-hire by 28%.
- Managed complex employee relations issues and maintained compliance with local employment law.

People Operations Manager — Ziemann Inc (2017-08-15 - 2025-09-28)

- Led recruitment for 155 roles across EMEA/US, reducing time-to-hire by 21%.
- Implemented a performance review program which improved engagement scores by 17 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 19%.
- Managed complex employee relations issues and maintained compliance with local employment law.

ACADEMIC BACKGROUND

MSc Human Resource Management, Hoeger - Lueilwitz College (2012)